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Features

WBA Honors Women Who Stand Together at Stars of the Bar

Stars of the Bar launches the WBA's fall season and is a highlight of our program year. A no-cost networking event, there were almost 300 attorneys, judges, law students, and other leaders from the DC legal community in attendance.

During the networking reception, attendees had an opportunity to meet and talk with WBA and WBA Foundation leaders; to learn about the WBA's programs, services, and benefits; to find out how they can become more involved; and to meet with WBA Foundation members to learn about their grantees and how they can leverage their contribution with that of others for a greater impact.

This bar year's theme is *Standing Together*: whether you are just starting your law career or have been practicing for many years, the WBA is here for you. Whether you work in a large or small law firm or work in government, nonprofit or in-house, the WBA is here for you. The 2014 Stars of the Bar recipients were chosen because they embody the Standing Together theme and have shown a commitment furthering the advancement of women in the profession. The following women were recognized during a brief ceremony at the event:

- **Honorable Anna Blackburne-Rigsby**, Judge, District of Columbia Court of Appeals
- **Mary Reding Smith**, President, Military Spouse JD Network
- **Leslie T. Thornton**, Vice President, General Counsel & Corporate Secretary, WGL Holdings, Inc. and Washington Gas Light Company

Judge Anna Blackburne-Rigsby was nominated by President George W. Bush to the DC Court of Appeals in August 2006. She chairs the DC Courts' Standing Committee on Fairness and Access, serves as Co-Chair of DC's Access to Justice Commission, is President of the National Association of Women Judges (NAWJ), and serves as Chair of the Board of Managerial Trustees for the International Association of Women Judges.

Prior to her appointment to the DC Court of Appeals, Judge Blackburne-Rigsby was nominated by President Clinton to the Superior Court of the District of Columbia and served from 2000-2006. She previously served as a Magistrate Judge on the Superior Court of the District of Columbia from 1995-2000.

Judge Blackburne-Rigsby's volunteer and community service is extensive. She has served on the DC Rape Crisis Board, is the former President of the Washington, DC Chapter of Jack and Jill of America, Inc., is a member of the Washington, DC Chapter of the Links, Inc., and is a lifelong member of the NAACP.



Miri Joo U.S. Environmental Protection Agency & Angela Colamaria U.S. Department of Energy's Loan Programs Office



l-r: Ashley Ludovicy, Hilary Gordon, and Kari-lynn Wenciker of the Military Spouse JD Network



l-r: Nancy Combs; Debrah Farnell, DKM Planners Inc.; Anne Collier, Arudia



Dionne Lomax, Mintz Levin & Christina Gervasi, U.S. Court of Federal Claims

In her remarks, Judge Blackburne-Rigsby discussed her work as NAWJ's President, where she chose as her theme, Ensuring Access to Justice for All. "My goal has always been to ensure equal access to justice and fairness for all individuals who come into contact with the legal justice system," she said.

Leslie T. Thornton has been Vice President and General Counsel of WGL Holdings, Inc. and Washington Gas Light Company since January 2012, having joined that company as Counsel to the Chairman in November 2011. She is responsible for developing, coordinating, and providing legal advice and counsel to WGL and all its subsidiaries on matters including, but not limited to, litigation, regulatory affairs, business transactions, employment and labor law, employee benefits issues, ethics, compliance, and cyber-threats/cyber-security, among others. At the chairman's request, Ms. Thornton also serves on WGL's Strategy Council, Risk Management Committee, Anti-Fraud Committee, and SOX Management Committee. Prior to joining the company, Ms. Thornton served as a partner with Dickstein Shapiro LLP in Washington, DC from 2004 until 2011 and as a partner with Patton Boggs, LLP from 2000 to 2004. Beginning with the Presidential Transition of 1992 and until 2000, Ms. Thornton worked with U.S. Secretary of Education Richard W. Riley, first as Deputy Chief of Staff and Counselor, and then as Chief of Staff at the U.S. Department of Education. She was selected by the White House in 1995 to serve on the President's White House Budget Working Group when the government shut down, and in 1996 she served in a senior role on President Clinton's presidential debate team. Since 2005 Ms. Thornton has been a member of the board of directors of Career Education Corporation, a publicly traded company, where she is Chair of the Compliance Committee and a member of the Nominating & Governance Committee. She has recently co-authored a treatise chapter on privacy and security in the 2013 Thomson Reuters/West Law series entitled *Successful Partnering Between Inside and Outside Counsel*.

"Supporting each other as women lawyers, women professionals, women colleagues, women friends, is not a debatable to me – we owe it to each other," said Ms. Thornton. "We owe it to ourselves. We owe it the world. While the calendar says 2014, statistics in almost every significant societal segment show that we still lag – in law partnership ranks, on the bench, in C-suites, on corporate boards, in football franchises. So what the WBA does so well is critical to continue. You've demonstrated your support for the WBA by being here this evening -- keep it up!"

Mary Reding is the founder of the Military Spouse JD Network (MSJDN), a bar association for attorneys married to service-members. After founding the MSJDN in 2011, Ms. Reding worked tirelessly to support her fellow military spouse attorneys. As President, she grew MSJDN from two members in Summer 2011 to over 1,000 in 2014, meeting hundreds of members in person along the way for coffee and mentorship. Ms. Reding has travelled far and wide to petition state licensing authorities to change rules to make it easier for military spouses to maintain a legal career. She made sure that



Brett Mather and Rob Rafie of Esquire Deposition Solutions flank Alyse Constantinide



Agata Pelka National Women's Law Center & Jamille Fields National Health Law Program



Almost 300 attendees joined the WBA in honoring our Stars of the Bar.



l-r: Mary Reding Smith, Military Spouse JD Network; Honorable Anna Blackburne-Rigsby, District of Columbia Court of Appeals; WBA President Susanne Reifman, Northrop Grumman; Leslie T. Thornton, WGL Holdings, Inc. and Washington Gas Light Company; Colleen Yushchak, Director, Navigant Consulting

national legal organizations like the American Bar Association and the Conference of Chief Justices knew the stories and sacrifices of military spouse attorneys. She built relationships with leading military non-profits like the Military Officers Association of America and the National Military Family Association to connect and support more military spouses. MSJDN has grown to include pro bono support for military widows and their families through a partnership with the Tragedy Assistance Program for Survivors.

In her professional career, Ms. Reding is a Senior Advisor on financial policy for the U.S. Government.

Ms. Reding shared her experiences with the crowd: "As an attorney, my days are spent like many of you, working to find solutions to large issues facing this country. While my days are spent at a desk, my life is spent as a member of the most incredible community on earth – the United States military.... Since graduating from law school, I have moved seven times, typical of military families which move, on average, every 2-3 years, often to posts overseas. Due to these frequent moves, military spouses have a 26% unemployment rate and a 25% wage gap compared to their civilian counterparts. Our spouses are deployed—many are in combat—as we take bar exams, apply for jobs, and practice law. Most employers see a resume with that many moves and see a bright red flag. I don't see red flags or cautionary tales, I see service and sacrifice. Service to our community, service to our country, and sacrifice for ideals that are greater than our own."

In addition, **Colleen Yushchak**, Director, Navigant Consulting, was presented with the Mussey-Gillett Shining Star Award in recognition of her excellent work and long-time dedication as a founding co-chair of the of the WBA's Membership Committee.

Ms. Yushchak described her WBA experience: "When I first joined the WBA in 2006, I wanted to expand my network. However, the reason I am still an active member and supporter of the WBA is because of the quality of people I have had the opportunity to meet and work alongside for these past 8 years."

Many thanks to our Stars of the Bar Co-chairs for putting together such a stellar event!

- Anne Collier, Arudia
- Rebecca Gray, Gray Legal PLLC
- Debrah Farnell, DKM Planners Inc.

Thank You To Our Stars Of The Bar Sponsors:

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Check out more photos from Stars of the Bar on our **Facebook page**.

Boston 2014: News from the NCWBA and ABA Commission on Women Annual Meetings

By Laura Possessky, Partner, Gura & Possessky, PLLC; WBA Past President

The 2014 Annual Meeting of the ABA in Boston heralded a launch point for some exciting new initiatives for the advancement of women in the profession. The ABA Commission presented two new programs: The Grit Project and The Women of Color Research Initiative's, *From Visible Invisibility to Visibly Successful*. Both of these programs are designed as educational initiatives to raise awareness of ongoing challenges, provide solutions, and create dialogue on closing the gender equity gap. Organizations and law firms are committing to hosting events nationally featuring the research and resources made available by the ABA Commission on Women. *The Grit Project* "educates women lawyers about the science behind grit and growth mindset - two important traits that many successful women lawyers have in common." *The Invisible Visibility Project* follows "three cutting-edge research studies that analyzed the career trajectories and experiences of women of color and the prevalence of factors that support or undermine their retention and advancement, ... to inform on the research and strategies that will ensure the success of women of color." Reports and articles on these topics are available on the ABA Commission's website, including downloadable forms of the most recent report *From Visible Invisibility: Women of Color in Fortune 500 Legal Departments*.

The National Conference of Women's Bar Associations (NCWBA) Annual Conference, addressed the theme, *Breaking Barriers - Building Bridges*. The event, presented at Suffolk University School of Law, provided a forum for women's bar associations leaders across North America to engage in fruitful dialogue on a number of issues concerning the advancement of women in the profession. The keynote luncheon address was delivered by retired federal judge **Nancy Gertner** (also a 2014 Margaret Brent Award recipient) and author of *In Defense of Women: An Unrepentant Advocate*. The forum presented a variety of programs addressing gender diversity from a range of perspectives. **Lauren Stiller Rikleen**, the author of *You Raised Us, Now Work with Us*, addressed cross-generational issues in the workplace and provided valuable tips on bridging generational differences. **Kori Carew**, Director of Strategic Diversity Initiatives at Shook, Hardy & Bacon, discussed breaking barriers in diversity and 21st century leadership. The afternoon sessions focused on media messages about women in leadership with presentations by **Rosalind Barnett**, Senior Scientist at the Center for Women's Studies at Brandeis University and author of *The New Soft War on Women*, and **Amy Gutman** a facilitator from *the OpEd Project* who spoke on using the written press as a means to establish thought leadership.

About the NCWBA and the ABA Commission on Women in the Profession

The NCWBA was founded in 1981 by WBA past presidents Judy McCaffrey and Susan Low. We have three past leaders currently serving in NCWBA leadership: Monica Parham (WBA Past President), Karen Lockwood (WBA Past President), and Marjorie O'Connell (WBA Foundation Past President), who currently serves as the ABA liaison to the NCWBA. The ABA Commission on Women was founded in 1987. We have had several WBA leaders and members serve on the commission over the years and many of our members are counted among the ranks of the ABA Commission on Women's most prestigious award, the Margaret Brent Award.



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Whistleblowers Encounter Muddled Waters In Search Of Dodd-Frank Anti-Retaliation Protection

By Anna E. Kwidzinski, Legal Editor, Bloomberg BNA; Editor, Raising the Bar

In its largest payout to date, in September, the Securities and Exchange Commission (SEC) awarded \$30 million under the Dodd-Frank Wall Street Reform and Consumer Protection Act to a whistleblower who provided original information leading to a successful enforcement action.¹ No doubt such an amount may further incentivize potential whistleblowers to reap the benefits of Dodd-Frank's bounty program.² But despite the apparent success of financial regulatory reform ignited by the Great Recession,³ questions still linger in federal courts about whether internal whistleblowers who don't report to the SEC are entitled to Dodd-Frank's anti-retaliation protections.

The SEC established the Office of the Whistleblower as a requirement of the bounty program created by Dodd-Frank under 15 U.S.C. § 78u-6.⁴ This provision amended the Securities Exchange Act of 1934 to add Section 21F.⁵ Under the whistleblower program, the SEC shall award between 10 and 30% of monetary sanctions equaling more than \$1 million obtained in an enforcement action "to 1 or more whistleblowers who voluntarily provided original information" to the SEC that resulted in successful enforcement.⁶ Rather than merely incentivizing workers to come forward, Dodd-Frank also prohibits employers from retaliating against "whistleblowers." However the definition of "whistleblower" for anti-retaliation purposes isn't as clear as the statutory language may suggest.

Section 78u-6(h)(1) of the '34 Act specifically mandates that "no employer may discharge, demote, suspend, threaten, harass...or in any other manner discriminate against, a whistleblower...because of any lawful act done by the whistleblower."⁷ In particular, Section 78u-6(h)(1)(A) outlines three lawful acts: i) providing the SEC with information; ii) initiating, testifying in, or assisting in any investigation or action based on such information; or iii) "making disclosures that are required or protected under the Sarbanes-Oxley Act of 2002...[the '34 Act]...and any other law, rule, or regulation" within the SEC's jurisdiction.⁸ Employees who have been subjected to discharge, discrimination, or another type of retaliation because of their protected acts may file a private cause of action in federal court pursuant to 78u-6(h)(1)(B)(i).⁹ But some who have sought relief under this anti-retaliation provision have faced difficulties stemming from contradictory judicial interpretation. Claimants seeking judicial guidance on the definition of "whistleblower" most often confront problems with the third type of reporting activity, which includes certain complaints made to supervisors or others within a company.

The rift came last year with the appellate decision in *Asadi v. G.E. Energy United States, L.L.C.*, 720 F.3d 620 (5th Cir. 2013).¹⁰ Before the U.S. Court of Appeals for the Fifth Circuit issued its decision in *Asadi*, many district courts decided that internal whistleblowers are still protected by Dodd-Frank anti-retaliation provisions. In May 2011, the U.S. District

Court for the Southern District of New York acknowledged that even though anti-retaliation provisions listed in Section 78u-6(h)(1)(A)(i)-(ii) "explicitly prohibit retaliation against whistleblowers who provide information and testimony to the SEC," individuals also are protected if reporting under 78u-6(h)(1)(A)(iii), which doesn't require that disclosure be made directly to the SEC.¹¹ The *Egan* court found that "a literal reading of the definition of the term 'whistleblower' in 15 U.S.C. § 78u-6(a)(6), requiring reporting to the SEC, would effectively invalidate § 78u-6(h)(1)(A)(iii)'s protection of whistleblower disclosures that do not require reporting to the SEC."¹² Considering that "[t]he legislative history of the Act provides little evidence of Congress's purpose" behind the ambiguous language, the court found other "provisions of the Dodd-Frank Act show that Congress was perfectly capable of extending whistleblower protection to persons other than those reporting to a particular federal agency."¹³

Similarly, the U.S. District Court for the Middle District of Tennessee ruled in April 2012 that "a plaintiff seeking protection under § 78u-6(h)(1)(A)(iii) must at least show... [that s/he]...reported that information to the SEC or to another entity (*perhaps even internally*)," among other requirements.¹⁴ The U.S. District Court for the District of Connecticut agreed, adding that it does "not believe it is unambiguously clear that the Dodd-Frank Act's retaliation provision only applies to those individuals who have provided information relating to a securities violation to the Commission."¹⁵ An interpretation limiting Dodd-Frank's anti-retaliation protections only to those reporting to the SEC would "dramatically narrow the available protections available to potential whistleblowers," the court decided.¹⁶ It found that "[s]uch a reading seems inconsistent with the goal of the Dodd-Frank Act, which was to 'improve the accountability and transparency of the financial system,' and create 'new incentives and protections for whistleblowers.'"¹⁷

But the Fifth Circuit created a split among federal courts when it affirmed the U.S. District Court for the Southern District of Texas in dismissing a former employee's lawsuit involving internal reporting.¹⁸ The trial court didn't address whether Dodd-Frank's anti-retaliation provisions applied to individuals making internal complaints; rather, it found that the law doesn't apply extraterritorially.¹⁹ Nonetheless, the Fifth Circuit faced the internal reporting issue head-on and held that "the plain language of the Dodd-Frank whistleblower-protection provision creates a private cause of action only for individuals who provide information relating to a violation of the securities laws to the SEC."²⁰ According to the Fifth Circuit, the definition of "whistleblower" found in Section 78u-6(a)(6) doesn't conflict with the third category of protected activity listed in Section 78u-6(h)(1)(A)(iii). The appellate court honed in on the fact that the statutory language of Section 78u-6(h)(1)(A) uses the term "whistleblower" as opposed to "employee" or "individual." Using

“such broader terms would indicate that Congress intended any individual or employee—not just those individuals or employees who qualify as a ‘whistleblower’—to be protected from retaliatory actions by their employers,” the Fifth Circuit wrote.²¹

Yet other federal courts are going in a different direction. Just three months after the *Asadi* appellate decision, the Southern District of New York once again ruled in two separate cases that internal whistleblowers may partake of Dodd-Frank’s anti-retaliation protections. Because the *Rosenblum* court²² found ambiguity in the statutory language, it looked to the SEC for guidance and determined that reporting to the SEC isn’t required to avail oneself of anti-retaliation protection under Dodd-Frank. Likewise the *Yang* court²³ in May looked to the 2011 regulations promulgated by the SEC and found that “[t]he SEC thus recognizes a narrow exception to the requirement that employees report violations directly to the SEC, based on the statutory language in 15 U.S.C. § 78u-6(h)(1)(A)(iii) which incorporates reporting malfeasance to supervisors.” Even the U.S. District Court for the District of Nebraska, ruling on an issue of first impression, called the *Asadi* appellate decision “unwieldy.”²⁴ It added that the Fifth Circuit’s “interpretation is simultaneously under-inclusive from the employee’s perspective and over-inclusive from the SEC’s point of view. That is because it fails to account for the fact that employees tend to report matters internally before complaining to the SEC.”²⁵

Disappointingly, some jurisdictions seem to be going out of their way to avoid the question altogether, possibly to avoid a circuit court split. The U.S. Court of Appeals for the Eighth Circuit completely sidestepped the issue in September, ultimately declining to hear a certified question on what constitutes a “whistleblower” for the purposes of Dodd-Frank’s anti-retaliation provisions.²⁶ Surprisingly, the Southern District of New York²⁷ and later the U.S. Court of Appeals for the Second Circuit²⁸ relied on the fact that Dodd-Frank doesn’t apply extraterritorially to dismiss an employee’s complaint, rather than tackle the definition of whistleblower. And in June of this year, the U.S. District Court for the Eastern District of Wisconsin chose to focus on the distinction between banking and “securities” laws, rather than addressing the internal reporting question.²⁹

What remains clear about Dodd-Frank’s anti-retaliation provisions is the ambiguity surrounding them. And while it is important to keep precedent in mind, courts should

additionally defer to the SEC itself for guidance. In 2011, the agency promulgated regulations specifically taking into account public comments about the necessity of keeping a strong internal compliance program alongside the Dodd-Frank bounty program.³⁰ The SEC concluded that § 78u-6(h)(1)(A)(iii) “provides anti-retaliation protections for employees of public companies...when these employees report to (i) a federal regulatory or law enforcement agency, (ii) any member of Congress or committee of Congress, or (iii) a person with supervisory authority over the employee or such other person working for the employer who has authority to investigate, discover, or terminate misconduct.”³¹

The SEC reiterated its position in an amicus curiae brief accompanying the appeal petition in *Lui*. The agency argued that the Second Circuit should defer to the SEC’s interpretation of § 78u-6(h)(1)(A)(iii), which includes making internal reports of securities fraud at public companies.³² Section 21 F of the ‘34 Act “does not unambiguously demonstrate a Congressional intent to restrict employment anti-retaliation protection to *only* those individuals who provide the Commission with information relating to a violation of the securities laws,” the Commission wrote.³³ The agency added that it “carefully calibrated the rules implementing the monetary award component of the whistleblower program to ensure that individuals were not disincentivized from first reporting internally.”³⁴ Further, “[t]he securities laws recognize that internal company reporting by employees and others is important for deterring, detecting, and stopping unlawful conduct that may harm investors” and “[b]y providing new incentives and protections for individuals to engage in whistleblowing activity, the Dodd-Frank whistleblower program enhances the existing securities-law enforcement scheme, including internal company reporting,” the SEC concluded.³⁵

Even in its 2013 annual report on the Dodd-Frank whistleblower program, the OWB emphasizes the importance of internal reporting.³⁶ To sum up, “The whistleblower program was designed to complement, rather than replace, existing corporate compliance programs. While it provides incentives for insiders and others with information about unlawful conduct to come forward, it also encourages them to work within their company’s own compliance structure.”³⁷ Federal courts should keep this in mind when making decisions that most likely will affect future professional prospects of employees who choose to report alleged wrongdoing.

¹ Press Release, U.S. Securities and Exchange Commission, SEC Announces Largest-Ever Whistleblower Award (Sept. 22, 2014) (on file with author);

² Dodd-Frank Wall Street Reform and Consumer Protection Act § 922 (2010), amending Securities Exchange Act of 1934, 15 U.S.C. § 78a et seq.;

³ International Monetary Fund, *World Economic Outlook* (April 2009);

⁴ See N. 2;

⁵ See N. 2;

⁶ *Id.*

⁷ Securities Exchange Act of 1934 §21F, 15 U.S.C. § 78a et seq. (1934);

⁸ *Id.*

⁹ *Id.*

¹⁰ www.ca5.uscourts.gov

¹¹ *Egan v. TradingScreen Inc.*, No. 10 Civ. 8202, 2011 WL 1672066 at *4, (S.D.N.Y. May 4, 2011), (emphasis in original);

¹² *Id.*

¹³ *Id.*

¹⁴ *Nollner v. Southern Baptist Convention, Inc.*, 852 F.Supp.2d 986, 995 (M.D. Tenn. 2012) (emphasis added);

¹⁵ *Kramer v. Trans-Lux Corp.*, No. 3:11-cv-01424, 2012 U.S. Dist. LEXIS 136939 at *10, (D. Ct. Sept. 25, 2012);

¹⁶ *Id.*

¹⁷ *Id.* at *11, quoting *Asadi* (5th Cir.)

¹⁸ *Asadi v. G.E. Energy United States, L.L.C.*, 720 F.3d 620 (5th Cir. 2013);

¹⁹ *Asadi v. G.E. Energy (USA) LLC*, No. 4:12-345, 2012 WL 2522599 (S.D. Tex. 2012);

²⁰ *Asadi*, 720 F.3d at 623.

²¹ *Id.* At 626.

²² *Rosenblum v. Thompson Reuters (Markets) LLC*, No. 13 Civ. 2219 (S.D.N.Y. Oct. 25, 2013);

²³ *Yang v. Navigators Grp., Inc.*, No. 13-CV-2073, 2014 U.S. Dist. LEXIS 63876 (S.D.N.Y. May 8, 2013);

²⁴ *Bussing v. COR Clearing, LLC*, No. 8:12-CV-238, 2014 U.S. Dist. LEXIS 69461 at *31 (D. Neb. May 21, 2014);

²⁵ *Id.* at *31-*32

²⁷ *Liu v. Siemens AG*, 978 F. Supp. 2d 325 (S.D.N.Y. 2013);

²⁸ *Liu v. Siemens AG*, No. 13-4385-cv (2d Cir. Aug. 14, 2014);

²⁹ *Zillges v. Kenney Bank & Trust*, No. 13-cv-01287 (E.D. Wis. June 4, 2014);

³⁰ 17 C.F.R. § 240, 249 (2011);

³¹ *Id.* (emphasis added)

³² *Liu v. Siemens AG*, No. 13-4385-cv (2d Cir. Aug. 14, 2014), *amicus brief filed* Feb. 20, 2014;

³³ *Id.*

³⁴ *Id.*

³⁵ *Id.*

³⁶ U.S. Securities and Exchange Commission, 2013 Annual Report to Congress on the Dodd-Frank Whistleblower Program (2013);

³⁷ *Id.*

Summer 2014 Sees Introduction of Numerous Women's Health Bills

By Cathy Pagano, Senior Government Relations Representative, U.S. Postal Service; Co-Chair, Energy and Environmental Law Forum & Government Attorneys Forum

As policymakers head into fall 2014 elections, many lawmakers are focused on women voters and on women's health as a key issue. Below are several bills introduced this summer addressing women's health. Bills below can be found free of charge on www.congress.gov.

BACKLASH TO HOBBY LOBBY DECISION

Several legislators introduced bills in reaction to the Supreme Court's controversial June 2014 decision in the *Hobby Lobby* case, which held that closely held corporations that have sincere religious beliefs could be protected under the Religious Freedom Restoration Act (RFRA), and therefore they could not be forced to offer certain types of contraception. Several weeks after the decision, on July 9, 2014, Rep. Louise Slaughter (D-NY) introduced H.R. 5051, the "[Protect Women's Health From Corporate Interference Act](#)." According to Rep. Slaughter, the bill "would explicitly prohibit for-profit employers that maintain a group health plan for its employees from using religious beliefs to deny employees coverage of contraception or any other vital health service required by federal law. The bill exempts federally mandated health services from RFRA while keeping in place the existing exemption for religious employers (e.g., houses of worship) and accommodation of religious non-profits who do not wish to provide contraceptives." As of 9/28/2014, bill had 162 Democratic cosponsors.

The Senate reacted with parallel efforts. Also on July 9, 2014, Sen. Patty Murray (D-WA) and Sen. Mark Udall (D-CO) introduced companion legislation in the Senate, [S. 2578](#). A week later, on July 16, a cloture vote to allow for Senate consideration of this legislation failed by a vote of 56-43. Before the vote, Senator Feinstein (D-CA) urged passage saying, "[t]his bill is simple: it would protect elements of employer-provided health care plans that are already required by law against challenge on the basis of the Religious Freedom Restoration Act. It would not infringe any individual's constitutional right to the free exercise of religion, nor would it alter existing exemptions and accommodations for religious organizations and nonprofits...." See, [Congressional Record of July 16, 2014](#), page 78.

Also reacting to the *Hobby Lobby* decision, on July 15, 2014, Sen. Kelly Ayotte (R-NH) introduced [S. 2605](#), the "[Preserving Religious Freedom and a Woman's Access to Contraception Act](#)." The bill had 16 Republican cosponsors as of 9/28/14. According to Sen. Ayotte, the bill "affirms that employers cannot prohibit a woman from accessing contraception or any other FDA-approved drug or medical device; requests that the Food and Drug Administration

study whether prescription contraceptives could be made available safely to adults without a prescription; and lifts the Obamacare cap on Flexible Spending Accounts and restores the use of Health Savings Accounts and Flexible Spending Accounts to cover over-the-counter medication ..."

The House and Senate legislation concerning the *Hobby Lobby* case awaits further action as the 113th Congress heads into its final months.

OTHER WOMEN'S HEALTH BILLS PENDING CONSIDERATION

Contraception Access for Servicemembers

On July 30, 2014, Sen. Shaheen introduced [S. 2687](#), the "[Access to Contraception for Women Servicemembers and Dependents Act of 2014](#)." The bill had 23 cosponsors as of 9/28/14, including Senate Majority Leader Reid, but only one Republican cosponsor, Sen. Collins (R-ME). On July 30, a coalition of organizations concerned about women's health sent a letter to Sen. Shaheen endorsing the bill. According to Sen. Shaheen, the bill would "bring health care provided by the military in line with current law for civilian populations by ensuring that all women who receive health care through the United States military have access to all FDA-approved contraception with no health insurance co-pay. The bill would also require the Department of Defense to develop and implement family planning counseling for all servicewomen at specific points during their service..."

Protecting Breast Health

On July 17, 2014, Sen. Dianne Feinstein (D-CA) and Sen. Kelly Ayotte (R-NH) introduced [S. 2622](#), the "[Breast Density and Mammography Reporting Act of 2014](#)." The sponsors state that the legislation "would improve breast cancer detection by requiring mammogram reports to include whether a woman has dense tissue, so she can discuss with her doctor if she should seek additional screening... Women with dense breast tissue may receive normal mammogram reports even if cancer is present because dense tissue can obscure cancer... The bill would set a minimum federal standard, as designated by the Secretary of Health and Human Services (HHS), for notification and a recommendation that women discuss with their doctors whether additional screening is necessary. The bill also directs HHS to study improved screening options for women with dense tissue." Similar legislation, [H.R. 5145](#), was introduced by Rep. Rosa DeLauro (D-CT) and Rep. Steve Israel (D-NY) on July 17, 2014.

Also, on July 24, 2014, Sen. Amy Klobuchar (D-MN) and Sen. David Vitter (R-LA) introduced [S. 2655](#), the "EARLY

Act Reauthorization of 2014”, to reauthorize the [Young Women’s Breast Health Education and Awareness Requires Learning Young Act of 2009](#). This bill would extend the *EARLY Act*, which created an education and outreach campaign to underscore breast cancer risks facing young women and help provide tools to fight this disease.

Safety in Feminine Hygiene Products

On May 28, 2014, Rep. Carolyn Maloney D-NY) introduced [H.R. 4746](#), the “[Robin Danielson Act of 2014](#),” named for a [victim of Toxic Shock Syndrome](#). The bill is a revised version of earlier legislation to study potential health effects of menstrual hygiene products. Rep. Mahoney’s press release indicates that the bill would require NIH to research whether menstrual hygiene products containing dioxin, synthetic fibers and other additives such as chlorine and fragrances, present health risks. Currently FDA monitors dioxin in raw materials and tampons, but not in certain other women’s hygiene products.

Prenatal Support and Early Diagnosis in Newborns

On July 31, 2014, Sen. McConnell introduced [S. 2722](#), the “[Protecting Our Infants Act of 2014](#),” to “facilitate identification and dissemination of evidence-informed recommendations for addressing maternal addiction and neonatal abstinence syndrome and to provide for studies with respect to neonatal abstinence syndrome.” [Neonatal abstinence syndrome](#) is a broad term used to define infant withdrawal from exposure to opioids and other drugs in the womb.

Ebola Outbreak, To Learn More

With the many horrific stories about the Ebola crisis in Africa, WBA members may be wondering how to learn more and what we might do to help. Many websites have information to share, including the two below from the World Health Organization and UNICEF:

www.unicefusa.org/donate/stop-spread-ebola-west-africa/18771?clid=CIi5vtSF58ACFSMV7AodbQoARA

www.who.int/mediacentre/factsheets/fs103/en/

Deciding on Child Care for your Family: Au Pair and Nanny Pros and Cons

By Jamie Finch, Balanced Work Life Solutions

POTENTIAL PROS OF HIRING AN AU PAIR

Costs: Taking into consideration the fees, living expenses, and other costs, an au pair is significantly more affordable for families with two or more children. On average, the cost associated with an au pair is about \$7.75 per hour and that does not increase for additional children.

Cultural Experience: One benefit of hosting an au pair is the exposure that your children will have to a new culture and language. Au pairs will usually share the cuisine and culture of their country with your children, which can be an enriching and educational experience.

Ease of Schedule: Even though au pairs have a maximum hourly work week, they can be extremely flexible with their time and can change their schedule on a weekly basis.

Support Staff: Au pairs have a network of fellow au pairs, as well as their agencies, to provide them with support and resources.

Regulations: Au pair agencies are required to follow regulations set by the U.S. Department of State. Au pair agencies make sure that all candidates are interviewed in-person and have completed extensive personality tests. Au pairs also must, per the State Department, have background checks completed to review their education, any possible criminal record, and relevant medical history.

Working Parents Committee Presents an Au Pair Panel Discussion & Fair

On **November 12, 2014**, the Working Parents Committee will host an [Au Pair Presentation & Fair](#) at Finnegan, 901 New York Avenue, NW, Washington, DC, from 12:00 – 1:30 p.m.

If you interested in hiring an Au Pair, have questions and/or concerns, are looking for tips on how to make the most out of your au pair relationship, or wonder what it would be like to have an au pair in your home, [join us and hear from](#) a diverse group of panelists, including leading au pair providers, an au pair, and a host family. Get the information you need to find out if an au pair is the right choice for you and your family.

There are many factors to consider when selecting childcare for your family: cost, time, training, and how much responsibility to delegate to name a few. **Jamie Finch** of Balanced Work Life Solutions has provided a list of pros and cons on hiring an au pair versus hiring a nanny. We hope this is helpful and that you [join us on November 12 to learn more about the au pair process](#).

POSSIBLE CONS OF HIRING AN AU PAIR

Family Life: “Au pair” is French for “as an equal” and as such, au pairs expect to be treated as extended family members. It is common practice for host families and au pair agencies to formally agree that au pairs will be included in dinners, trips, and family celebrations.

Experience: Au pairs may not be pursuing a career in childcare and might not have more than the minimum required childcare hours.

Cannot Meet in Person: Au pairs have their paperwork in place BEFORE they visit the U.S. and cannot meet families before they are hired. Although au pairs speak via Skype, it is difficult to replace a face-to-face meeting.

Age: Au pairs are very young, generally between the ages of 18 and 26. This leads some families to be concerned about the maturity level of an au pair.

Attachment: Au pairs are restricted from working more than 12 months with a family (although this can be extended by an additional 12 months in some cases). Some younger children find it difficult to have new caregivers constantly circulating through their lives.

No Housework or Errands: Au pairs are not allowed to do any household work that is not directly related to the children.

Time Restrictions: Au pairs are required to provide up to 10 hours of service daily but cannot exceed 45 hours in one week. If your career requires more than a 45-hour workweek, this can pose a problem.

POTENTIAL PROS OF HIRING A NANNY

Life outside of your family: Most nannies have their own families to be involved with when they are not working. As a result, nannies typically do not have the expectation of being included in family events when they are not working.

Privacy: Nannies do not need room and board accommodations, leaving the family to have personal time when their day is completed.

Training: Many nannies have chosen childcare as their career and are involved in nanny organizations and unions. Professional nannies are often trained in specific childcare areas and often times hold a degree in early-childhood development.

Longer Hours: Nannies usually work 12-hour days, which includes taking children to school and leaving once children are in or ready for bedtime.

Trial periods: You can easily let a nanny go if the relationship is not a good fit for your family, as opposed to being committed to a 12-month period with them.

Attachment: Nannies often spend several years with a family and do not have the immigration restrictions associated with an au pair.

Housework and Errands: Nannies are not prohibited from attending to domestic responsibilities such as cooking, cleaning, laundry, and household errands.

Age: Professional nannies are frequently between the ages of 18 and 50, giving some families more comfort about their maturity level.

POTENTIAL PROS OF HIRING A NANNY

Costs: Nannies are paid a salary and charge more for multiple children. Hiring nannies also means the family will have to pay for insurance and tax benefits. These costs add up, typically making the cost of a nanny higher than that of an au pair.

High Turnover: Many families have trouble locating a nanny that is a good fit for their family, which can result in uncertainty of care.

Unregulated Training: Nannies are not required to be certified or trained in any way, thereby preventing families from being able to turn to objective third party regulations to help make their caregiver decisions.

Scheduling: Nannies have their own lives outside of their work family and may result in personal or family commitments that interfere with schedule changes.

Jamie Finch is Founder and CEO of [Balanced Work/Life Solutions](http://BalancedWorkLifeSolutions.com), a unique employee benefits provider that provides dynamic work/life solutions for companies, organizations, and individuals that support caregivers. She can be reached at jamie.finch@balancedworklifesolutions.com.

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President's Column

By Suzanne Reifman, WBA President

I know, I know, we are all very busy! If your life resembles mine in any way, you have a lot going on right now. It seems that the Fall is always a hectic work period. At the same time, schools are back in session and the personal commitments keep coming. Fortunately, my son would rather wear one of those flimsy Halloween costumes that barely resemble the picture on the packaging, which helps take the pressure off this month! However, even with all these demands, I make sure to attend all the WBA programs I can and I encourage all of you to do the same.

The WBA focuses on providing quality programming for women lawyers that reflects the diversity of our membership and is relevant to women at all stages of their careers.

This year we have placed a particular emphasis on offerings for everyone, in keeping with this year's theme of "Standing Together." As always, we host fun and interesting events that are hard to find elsewhere, such as the upcoming [*Holiday Shopping Networking Party*](#), [*Preparing for an Au Pair*](#), and the [*Holiday Tea*](#), among others.

We provide a diverse array of substantive programming and we concentrate on career development and mentoring programs. We have worked hard to offer programs for lawyers with more years of experience. We have hosted a program on bridging the generation gap and a networking lunch for lawyers who have been practicing for over 20 years. We also hold monthly solo/small practice lunches and dinners, which tend to attract more entrepreneurial and experienced lawyers. Among other programs in the pipeline is our Partner Dinner, to be held this spring, where we will focus on negotiating for personal and professional development.

This year, in order to better empower and advance women lawyers, we are developing more comprehensive, "deeper-dive" programs. We have already kicked off our [*Business Development Mastermind Group*](#). Each session in this six part series addresses a fundamental aspect of business development, provides useful tools and gives participants a chance to help and learn from each other. We are also planning a Spring Leadership Series that will provide more senior lawyers with the critical skills and camaraderie they need as they advance in their careers.

And, of course, we continue to provide members-only benefits. For example, we provide one-on-one mentors and monthly "business hour" calls. Additionally, we provide other perks to our sustaining members, including free events each year (this past month, [*sustaining members*](#) received free admission to our "Blazing Your Own Trail" program and reception, which was held in conjunction with WilmerHale's Women's Leadership Initiative). In order to further increase the value of your WBA membership, I encourage you to contact any of our committees and forums and get more involved (see our website for contact and volunteer information).

Finally, although it seems hard to imagine, we are already gearing up for next year's Board of Director elections. The first of several [*leadership sessions*](#) will be held on December 2. If you have any interest in pursuing a board seat or have a more general interest in leadership opportunities within the WBA, please try to attend one of these sessions. My own experience and the experience of other WBA members I know has shown me that attending and planning WBA programs and taking on greater leadership responsibility helps develop valuable professional and personal contacts. So, while I know we are all busy, at least for me, I know my time invested in the WBA has been time well spent.



Suzanne Reifman

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WBA Foundation



WBA Foundation President's Letter

By Nancy A. Long, WBAF President

Greetings from the Women's Bar Association Foundation (WBAF)! I am honored to report that the WBAF received a \$10,000 bequest from the estate of Suzanne Richards. Suzanne is a past WBA Woman Lawyer of the Year and WBA Past President. I am humbled by this exceptional gift—Suzanne was a trailblazer and paved the way for so many woman attorneys. I had the good fortune to attend Suzanne's memorial service this past spring and was inspired by the words spoken about Suzanne by my WBA sisters, including **Paulette Chapman, Ellen Jakovic, Sandra Robinson** and **Marjorie O'Connell**.

The 2014 WBAF Wine Tasting & Silent Auction was held on October 29 at the law firm of Sterne, Kessler, Goldstein & Fox. The proceeds from the event will support the WBAF Founder's Fellowship. This year's Founders Fellow was **Maria J. Maldonado**, of the Howard University School of Law. She worked with the Neighborhood Legal Services Program (NLSP) this past summer. NLSP's mission is to serve low-income families and communities in DC by providing free legal services in the areas of family law, housing, wills, and domestic violence. In her essay to the WBAF (which is posted on the WBAF website and included in this newsletter), Ms. Maldonado stated that "the Founders Fellowship and NLSP not only helped me sharpen my lawyering skills, but gave me the opportunity to work in the community instead of simply behind a desk . . . I learned that to be a great public interest lawyer, I must be concerned with more than legal issues and the law. I must also care about the people and communities I am serving." Maria also attended the Wine Tasting event to share first-hand her experiences with our supporters. Thanks Maria for the great work!

Please consider making a donation to the WBAF or including the WBAF in your estate planning—your generous donation will help the WBAF further its mission to support organizations that serve the legal and related needs of women and girls in the DC Metropolitan community.



Nancy A. Long

Make a donation to support the Foundation's work. The WBA Foundation does not receive membership dues; it instead relies on the support of donors, like you, who wish to support organizations like our 2014 grantees that promote greater understanding, awareness, legal service representation, and advocacy for women and girls in our community.

WBA Foundation 2014-2015 Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between August 1, 2014 and October 31, 2014. These gifts will be used to support nonprofits that serve the legal and related needs of women and girls in the DC metropolitan community. For a list of all fiscal year donors and recognition of giving levels, visit www.wbadcfoundation.org.

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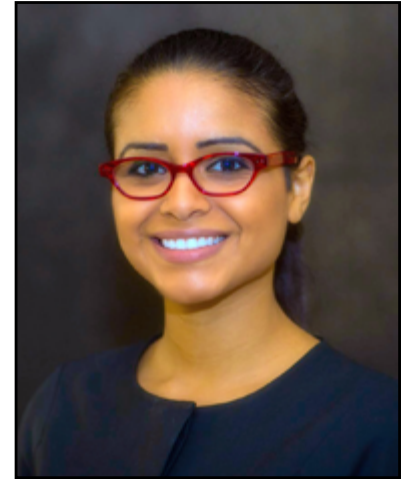
Founder's Fellow: My Work at Neighborhood Legal Services Program

The Women's Bar Association Foundation Founders Fellowship, established in 2006 and awarded annually, supports area law students to work with local legal services providers on projects to benefit women and girls in our community. The 2014 fellowship was given to The Howard University School of Law.

A Personal Essay by Maria J. Maldonado, Howard University School of Law

Below is Ms. Maldonado's Executive Summary of her experience as a Founders Fellow in Summer 2014. [Click here](#) to read her full essay.

This past summer, I had the honor of serving as a Founder's Fellow for the Women's Bar Association of the District of Columbia at [Neighborhood Legal Services Program](#) (NLSP). Neighborhood Legal Service Program's mission is to serve low-income families and communities in DC by providing free legal services in the areas of family law, housing, wills, and domestic violence. As a summer intern at NLSP, I had the opportunity to work on a wide range of assignments primarily in the area of family law. I conducted legal research and wrote memoranda regarding divorce, child custody, and child support. I also drafted motions, edited the work of my supervising attorneys, Ms. Keeshea Turner Roberts and Mr. Burth G. López, accompanied them to court, and took part in client interviews and depositions for two major custody trials.



Additionally, NLSP has a strong commitment to community outreach, and I participated in the firm's free community workshops regarding: General Domestic Violence Awareness, Building Healthy Relationships, and Father's Rights. These workshops aim to serve community members, women, and families, and are held at local nonprofits with which NLSP has partnerships.

In sum, the Founders Fellowship and NLSP not only helped me sharpen my lawyering skills, but gave me the opportunity to work in the community instead of simply behind a desk on Microsoft Word or online legal database. I learned that to be a great public interest lawyer, I must be concerned with more than legal issues and the law. I must also care about the people and communities I am serving. NLSP's holistic approach to legal outreach and community building showed me that I can only be a great legal advocate by gaining the trust of my clients. To achieve this I must become an active part of the communities that I am representing and be visible as "the neighborhood lawyer."

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Committee & Forum Highlights

Women in the Judiciary in the Muslim World

By Nausheen Hassan, Co-Chair, WBA International Law Forum

On October 1, the WBA International Law Forum and the Capital Area Muslim Bar Association (CAMBA) co-sponsored "To Judge or Not to Judge: Women in the Judiciary in the Muslim World." The panelists were **Engy Abdelkader**, co-director of the Immigration Intervention Project at Sanctuary for Families in New York, and **Anne Tierney Goldstein**, the Human Rights Education Director for the International Association of Women Judges (IAWJ). **Saleema Snow**, an administrative hearing examiner for the DC Office of Adjudication Services and an adjunct professor at UDC David A. Clarke School of Law, served as the moderator.

The impetus for the discussion was Ms. Abdelkader's published article, [To Judge or Not to Judge: A Comparative Analysis of Islamic Jurisprudential Approaches to Female Judges in the Muslim World \(Egypt, Indonesia, and Iran\)](#). She explained her findings through the lens of "rights-restrictive" and "rights-empowering" interpretations of Islamic law that were frequently leveraged to facilitate or exclude women from the judiciary. For example, a common rights-restrictive argument by conservative Islamic jurists is that the Quran indicates that there should be two male witnesses to legal agreements involving financial transactions. The Quran goes on to state that if two men are not available, then one man and two women should serve as witnesses. The rights-restrictive interpretation of this Quranic verse holds that a woman's testimony is equal to half of a man's testimony. By extension, a woman cannot preside over a court in which her testimony is not fully accepted.

By contrast, the rights-empowering interpretation responds to this argument by noting that there is no Quranic injunction that specifically forbids women to serve as judges. One of the fundamental maxims in Islamic law is that all things are permissible unless they are expressly forbidden; under this line of reasoning, women can indeed ascend to the bench because the Quran expresses no limitation on women serving as judges. Furthermore, the Quranic verse regarding witnesses was handed down during a time when women were rarely involved in financial transactions, unlike women in modern society who are fully conversant in business, trade, and financial endeavors. The verse was likely intended to ensure that people who served as witnesses to financial transactions were familiar with them. Moreover, the requirement only applied to financial matters, and women's testimony was historically accepted on an equal basis to men's testimony in other subjects, such as property. Therefore, the rights-empowering interpretation emphasizes that the reduced weight of a



woman's testimony specifically in financial matters – which may not even be applicable in modern times – does not translate into a broader prohibition on women serving in a judicial capacity.

Ms. Abdelkader focused on three Muslim-majority countries where religious, social, and political factors impacted women's participation in the judiciary. In Indonesia, the key factors enabling Muslim women to join the bench beginning in 1964 were the country's tolerant and inclusive interpretations of Islam, as well as necessity – there were not enough qualified men to serve as judges, and women were needed to fill vacancies on the court. Indonesia has also employed quotas and gender mainstreaming tactics to ensure access and opportunity for women to serve on the bench. In Egypt, the first women judges were appointed in 2000. This success stemmed from persistent advocacy by both secular and Islamic women's rights movements and male judges who publicly voiced support for women judges. A change of heart by Al-Azhar University, the world-renowned institution of Islamic scholarship in Cairo, paved the way for additional appointments of women judges. In 2003, Al-Azhar reversed its 1952 edict against women serving in the judiciary. Even the Muslim Brotherhood, a conservative Islamic political party that was then banned in Egypt, officially expressed the view that there is no reason to exclude women from the bench. Iran presents a more challenging situation for women judges, who initially received appointments to the country's courts in 1969. After the 1979 Revolution, however, Iran demoted women holding judgeships and their involvement in the courts is now only in an administrative capacity. Ms. Abdelkader suggested that despite the backslide on women's participation in Iran's judiciary, hope for improvement may lie in cultivating support from male judges as well as

other men in politically influential positions. Similar to the alliances and partnerships with men that enabled women in the US to ascend to the bench, this strategy may benefit women aspiring to serve as judges in Iran.

Ms. Goldstein began by describing the IAWJ's Jurisprudence of Equality Program, a judicial training program designed to afford judges the information and analytical tools they need to promote and protect women's rights to be free of discrimination and violence, drawing upon sources such as the Universal Declaration of Human Rights and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The goal is to build a true "jurisprudence of equality" – one based on universal principles of human rights. Ms. Goldstein noted that the current and former membership of the IAWJ includes women judges hailing from a number of Muslim-majority countries, including Afghanistan, Indonesia, Iraq, Jordan, Pakistan, Syria, Tunisia and the United Arab Emirates. Additionally, the IAWJ's membership includes Muslim women judges from countries with sizable Muslim populations, including Bosnia, Kenya, Nigeria and Tanzania. (Separately, Ms. Abdelkader noted that there are also Muslim women serving in the judiciary in Lebanon, Morocco, and the Palestinian Territories.)

Ms. Goldstein also played a poignant video clip of Khalida Rashid Khan, the first woman to serve in the Superior Judiciary in Pakistan. The video of Judge Khan, who currently serves on the International Criminal Tribunal for Rwanda, is part of an IAWJ oral history project that seeks to preserve and disseminate the stories of the women judges who have participated on the new international criminal tribunals in The Hague and Arusha. Judge Khan was first appointed in 1974 as a civil judge in Pakistan in the provincial judiciary of the North West Frontier Province, a conservative region of the country. Her judgeship was later challenged on the basis of her gender in a 1982 petition to the country's sharia (Islamic law) court. The federal sharia court issued a ruling that there was no basis under Islamic law to disqualify a woman from serving as a judge. In the video clip, Judge Khan described how she presided over cases where men did not want

to acknowledge her judicial authority – even claiming they would not mind receiving a death sentence because they had already been dishonored by appearing before a woman judge. For years, she treated her challengers with politeness and respect, emphasizing that she only wished to achieve justice for people in her role as a judge. Over time, her detractors came to accept her participation in the judiciary, along with that of other women. In fact, at the end of 2013, Ashraf Jehan became the first woman to be appointed to serve on Pakistan's sharia court.

Both panelists noted that the arguments against women serving as judges in Muslim countries contained numerous parallels to arguments that women faced in the US and elsewhere when they first began joining the judiciary: women are too emotional; they are intellectually inferior; maternity leave causes a backlog on the court's docket, etc. Ms. Abdelkader observed that the panel's topic is important to all of us from the standpoint of promoting women's civil and human rights, as well as encouraging young girls to imagine themselves joining the judicial profession – a priority both at home and abroad. She remarked that during her interactions with women judges from Egypt, Lebanon, and Jordan, they actually inquired about the prevalence of Muslim women judges in the US. In fact, there are a handful of Muslim-American women serving on the bench domestically. In one of the many synergies that developed during this event, CAMBA will provide information about them to Ms. Goldstein, with an eye toward their participation in the next IAWJ biennial conference scheduled for May 2016 in Washington DC.

Attendees found the discussion to be truly inspiring, and stayed on afterwards to continue the dialogue while partaking in the appetizers and beverages provided. We thank our host, **O'Melveny & Myers LLP**, for supporting this event. We also thank the Human Rights Brief of American University's Washington College of Law, which live-tweeted during the program at @hrbrief, @wbadc, and #wbadc – the full stream for this event is available at #muslimjudiciary. The International Law Forum plans to offer additional programming in 2015, so we hope to see you at future events!



Career Development Committee: Sending You Greetings and Seeking Your Input!

By Anne E. Collier, MPP, JD, PCC, Principal, Arudia

The Career Development Committee is looking forward to an exciting 2014-2015. We have a great slate of events in the works already, but we would also love member input about a few potential ideas and the best timing of events for maximum participation. Below we each briefly introduce ourselves and our programs. We hope you'll consider our potential ideas and email us to share your thoughts and get involved. Here's to a great year!

Leadership Task Force: A Collaborative Effort

This is an exciting year for the Career Development Committee; it is the year of new initiatives, new ideas, and new partnerships. **Anne Collier**, Co-chair of the Career Development Committee, **Rebecca Gray**, Co-chair of the Membership Committee, and **Susan Kovarovics**, WBA President-Elect, have formed the Leadership Task Force (LTF). The LTF's mission is to support women lawyers who are close to or who have transitioned to partner, manager, or leader. The LTF will develop programs focused on helping women truly step into their power. The programs will provide skills, tools, insight, and support in areas such as personal effectiveness, leadership, finance, the business of law, and other elements of success. The LTF has a few requests:

1. Spread the word!
2. Attend, learn, and grow!
3. Support the program by offering space.
4. Send us your ideas – we want to know what you need and think.

Be on the lookout for our first program in late January or early February and subsequent programs throughout the spring.



Rebecca Gray



Susan Kovarovics



Anne E. Collier

Ms. Collier left tax law to be a catalyst for women stepping into power. She can be reached at anne@arudia.com. Ms. Gray is a trial attorney and the owner of GrayLegal PLLC, a trial-focused litigation boutique. She can be reached at rgray@graylegal.com. Susan Kovarovics is a partner with the law firm of Bryan Cave LLP and focuses her practice on export controls and trade sanctions. She can be reached at susan.kovarovics@bryancave.com.

Lisa Horowitz



Lisa Horowitz

"I am delighted to be working with the Career Committee this year. I am looking forward to bringing to our DC women lawyers an excellent program developed by the American Bar Association Commission on Women: "True Grit and a Growth Mindset: The Secrets of Success for Women Lawyers." This program discusses two characteristics found to be integral to the success of many women lawyers (often more important than IQ, class rank, or law school). The program will share the science behind these traits, how they can be developed, leveraged, and exercised in the real-life situations in which women attorneys regularly find themselves, such as arguing a deposition, making a pitch, and handling a heavy workload."

Ms. Horowitz consults with law firms and legal departments on their talent management initiatives and coaches attorneys on "taking charge" of their careers. She can be reached at lbhorowitz@gmail.com.

Katherine (Kate) Schuerman



Katherine (Kate) Schuerman

"As a new member of the Career Development Committee, I'm excited to jump in by putting together a program highlighting alternative paths for lawyers who find that their career development path is leading them away from traditional legal practice. The panel will hopefully be going forward in January or February, with a team of women working in legal fields ranging from professional development to teaching to policy and/or advocacy work. The hope is to share insights about how

to make a jump from practice when and if the time or opportunity is right, and how to get the path paved.”

Ms. Schuerman is a sixth-year attorney who recently moved from law firm to in-house. She can be reached at KLSchuerman@gmail.com.

Cathleen Szebrat

“I am thrilled to be returning to the Career Development Committee for a second year! Our programming will be even more exciting this year. You don’t want to miss our program this fall on “Sponsorship for Career Development.” As many of you know, career advancement can be a difficult landscape to navigate. Our panelist will describe how sponsors can help you identify and take advantage of



Cathleen Szebrat

career opportunities that will help you advance your career. The experienced panelists will discuss how their strategic partnerships were used to advance their careers.”

Ms. Szebrat is an HR Consultant and provides coaching and training to attorneys and law firms. She can be reached at Cathleen@theotoolefirm.com.

Additional Ideas and Request for Input

In addition to the above, we’re considering putting on programs that address social media tools, creating an individual strategic career plan, and how to brand yourself. We want to hear from YOU about what sort of career development advice you are seeking and whom you would like to hear speak at an event. We would also love to know what the best time of day is for events, where you would like them held, and anything else that you can share to make career development events more convenient and easy to attend. Thank you for your input!

Mentor Center: News and Views from the Mentoring Committee

By Shannon Beebe, Co-chair, Mentoring Committee

Happy Hour at Hill Country Barbeque

In July, the Mentoring Committee, led by **Janine Herring** and **Mia Olsen**, co-hosted a well-attended happy hour along with the Young Lawyers Committee and the Government Attorneys Committee. Law students from all of the four DC-area law schools enjoyed networking with current WBA members. In fact, several attendees came by our table at Stars of the Bar, having just become members of the WBA!

Stars of the Bar

In September, the WBA’s cornerstone annual event successfully drew scores of new and returning WBA members to the Hogan Lovells atrium to celebrate our **honorees** and check out the upcoming programming. The Mentoring Committee is happy to report that our membership grew to include 44 new and potential WBA members. We look forward to getting to know everyone in the coming months!

Mentor/Mentee Matchup

The Mentoring Committee is excited to get started on our foundational program: the Mentor/Mentee Matchup. We began pairing people in mid-October, based as much as possible on interests and experience. We have a surfeit of mentees and urgently need more mentors to get involved. **If you would consider mentoring a younger attorney or law student, please contact us at wbamentoring@gmail.com or submit a **Mentor application**.** **Note that mentees who also register as a mentor will obtain priority during the matching process.**

Autumn Events Coming Soon!

As the holiday season approaches, the Mentoring Committee and Government Attorneys Committee are proud to present the **Holiday Shopping Happy Hour**, to be held the evening of November 20 at **Lost Society**. Local vendors, including **Stella & Dot**, will have displays set up and be ready to help you find the perfect gift for your nearest and dearest. Join us for networking with other committee members, and if you’ve been paired, meet your mentor or mentee. Hors d’oeuvres will be served and beverages will be available.

In Mentoring News

Check out this **Forbes article** on **why women should take risks and develop sponsors at work**. Also, in light of the recent Ray Rice NFL scandal, take a gander at this **Salon article**, where a feminist dude has some thorny questions for women football fans. **Do you agree that feminism and NFL football are incompatible? Join the conversation at our [LinkedIn discussion page](#).**

International Law Forum Happy Hour

On September 24, 2014, the International Law Forum held a happy hour at Poste Moderne Brasserie in Washington DC's Penn Quarter. The happy hour was moved indoors due to the rain, but that did not dampen our spirits! Approximately 30 legal professionals attended, from practitioners licensed in the U.S. and abroad, to recent graduates and current JD and LLM students. All came out to mix, mingle, and network with their peers, and learn more about the International Law Forum and the WBA.

Thank you to everyone who attended, and we look forward to seeing you at the International Law Forum's next Happy Hour, which will be co-sponsored with the Government Attorneys Forum, in January 2015.



Member News

Mulkey Finalist for Magistrate Judge

Shelly Mulkey is **one of three finalists** for a Magistrate Judge position on the D.C. Superior Court. The Committee on the Selection and Tenure of Magistrate Judges forwarded her name to Chief Judge Lee F. Satterfield for his consideration in selecting a nominee to fill a vacancy created by the retirement of Magistrate Judge Andrea L. Harnett. Ms. Mulkey, co-chair of the WBA Mentoring Committee, is an Assistant Attorney General in the Child Support Services Division of the Office of the Attorney General for the District of Columbia, where she represents the District of Columbia in child support cases, as well as mentors new attorneys and staff.

Firms Named to Healthiest Places to Work

Three WBA member employers were named to the *Washington Business Journal's* **Healthiest Employers** list: **Crowell & Moring LLP**, **Northrop Grumman Corp**, and **Step toe & Johnson LLP**. They were recognized for leading the way and creating the best workplace wellness programs at an awards luncheon in September.

Murphy Joins White & Case

Sonia Murphy has joined **White & Case, LLP**. Ms. Murphy, a member of the WBA Board of Directors, was previously Counsel to Chairman Irving A. Williamson at the U.S. International Trade Commission.



Willis Featured in Female Powerbrokers Q&A

WBA Past President **Marguerite Willis** was featured in Law 360's **Female Powerbrokers Q&A**. Ms. Willis is co-chair of Nexsen Pruet's antitrust and unfair competition practice, in Columbia, SC. The interview includes insights into her rise within the profession and advice to young female attorneys.

Welcome New Members

The following persons joined the WBA in August and September 2014.

Danielle Sgro
Irma Leon-Gonzalez
Deborah Garibay
Sofia Yazykova
Daryl Sando
Jessica Nam
Krissy DiBenedetto
Anna Wright
Catharine Edwards
Alejandra Hernandez Irizarry
Brenda Fernandez
Taylor Romigh
Crystal Tully
Michelle Bieber
Diane Wright
Jessica Christy
Mary Klumpp
Sharon Bradley
Qiong Tao
Kelly Lake
Shanthi Sree Nandam
Valerie Dew

For information regarding WBA Member Benefits and becoming involved with a Committee or Forum, see [Membership & Benefits](#) and [Committees & Forums](#).

Upcoming Events

WBA Committees & Forums

Sunday, November 2, 2014

National Race to End Women's Cancer

Organized by: Community Projects Committee

Every seven minutes, a woman is diagnosed with a reproductive cancer — cervical, ovarian, uterine, vaginal, and vulvar — touching more than 90,000 American women each year. Many are not diagnosed until the late stages of these diseases, and nearly a third will die. Through the **National Race to End Women's Cancer**, the Foundation for Women's Cancer shines a bright spotlight on these less talked about, “below the belt” cancers. The WBA is recruiting members (women, men, and children) for its race team. The race has something for everyone: there is a 5k race and a 1-mile walk. The event is family friendly!

Monday, November 3, 2014

Financial Wellness: Navigating Student Loan Forgiveness

Presented by: Young Lawyers Committee

This event will explore the Public Service Student Loan Forgiveness Program in detail. The cost of education – law school, in particular – has necessitated what can seem like insurmountable debt and can substantially impact financial wellness. Learn about a program that will result in manageable monthly payments based on your salary and ultimate loan forgiveness if you work in a government or non-profit position. This program will be especially valuable for law students and young lawyers.

Tuesday, November 4, 2014

Fall into Fall Happy Hour

Join the Employment, Solo & Small Practice, and Litigation Law Forums for a combined networking happy hour! Come to connect with your fellow forum members, meet new contacts, and learn about the co-sponsoring forums.

Wednesday, November 5, 2014

Immigration Issues: Child Migrants

Presented by: Immigration Law Forum

There has been a recent surge in the flow of unaccompanied children coming to the United States from Central America, specifically from Honduras, El Salvador and Guatemala. Since 2013, the flow of these child migrants has surged 90 percent. This event will examine the factors behind the recent surge, problems with the current immigration system, as well as short-term and long-term policy options for addressing this crisis.

Wednesday, November 12, 2014

Preparing for an Au Pair

Presented by: Working Parents Committee

Are you interested in hiring an au pair? Do you have questions or concerns? Are you looking for tips on how to make the most out of your au pair relationship? Do you wonder what it is like to live with an au pair in your home? If you answered yes to any of these questions, join us for a panel discussion featuring a diverse group of panelists including leading au pair providers, an au pair, and a host family. Get the information you need to find out if an au pair is the right choice for you and your family.

Monday, November 17, 2014

The First 100 Days In-House: Tips for Transitioning from a Law Firm or Corporation

Presented by: In-House Counsel Forum

The transition to an in-house environment can be challenging, whether you are coming from a law firm or another corporation. Join us for a candid discussion with a distinguished panel of in-house attorneys who have successfully made this transition. The panel will include five attorneys at different stages in their career, from mid-level associates who transitioned to their first in-house position, to a General Counsel who transitioned from a public company to a private company. Outside counsel looking to transition in-house, current in-house attorneys, and anyone with an interest in the in-house practice will find the panel very informative.

Tuesday, November 18, 2014

Solo & Small Practice Dinner

Presented by: Solo & Small Practice Forum

Join us for an evening of networking and discussion. This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life.

Wednesday, November 19, 2014

Business Development Mastermind Group Session 2 of 6: Elevator Pitches

Presented by: Solo & Small Practice Law Forum,

Mentoring Committee, and Tax & Business Law Forum

Do you want to get more business from networking or other casual interactions? Ever wonder how to design an elevator pitch that makes you sound confident and capable without seeming cheesy or contrived? Join us for the second in a series of six mastermind group sessions. In this session, participants will learn the top five problems with most elevator pitches, create a pitch that actually generates referrals, use this six-month program as an accountability structure, and gain support and inspiration from others who are experiencing similar challenges.

Thursday, November 20, 2014

Holiday Shopping Networking Party

*Presented by: Government Attorneys
Forum and Mentoring Committee*

Get an early start on your holiday shopping while networking with local attorneys! Shop while you mingle—we will have a representative from Stella & Dot on site selling jewelry, accessories, bags and other holiday goodies. Each attendee will receive a gift bag with gifts and coupons to local vendors. Come prepared with your business cards and shopping lists!

Tuesday, December 2, 2014

Leadership Information Session 1

Presented by: Nominating Committee

Have you wanted to become more involved in the WBA but didn't know how? Now is your chance to learn about the exciting leadership opportunities in this dynamic organization! Please join the WBA Nominating Committee for an information session that will outline available leadership positions and responsibilities and answer questions about getting involved with the WBA.

Thursday, December 18, 2014

Holiday Tea

Presented by: Communications Law Forum

This afternoon high tea promises to be a festive, delicious and congenial experience – the perfect way to celebrate the holiday season with your friends! Our honored guest is Mignon Clyburn, Commissioner of the Federal Communications Commission and the first woman to serve as the Chairwoman of that Commission.

Thursday, January 8, 2015

New Year! New Career!

Presented by: Mentoring Committee

Join us for an inspiring discussion about optimal strategies to help you navigate career transitions. Our panelists will discuss their successful moves from/to in-house, government, and corporate careers, as well as to/from legal to non-legal careers. This event includes an all-star panel of women who made very different choices and transitions among multiple legal career options at different times in their lives, followed by an hour to network with peers and mentors. There will be ample time for networking and Q&A.

Thursday, January 15, 2015

Leadership Information Session 2

Presented by: Nominating Committee

Have you wanted to become more involved in the WBA but didn't know how? Now is your chance to learn about the exciting leadership opportunities in this dynamic organization! Please join the WBA Nominating Committee for an information session that will outline available leadership positions and responsibilities and answer questions about getting involved with the WBA.

Thursday, January 29, 2015

Leadership Information Session 3

Presented by: Nominating Committee

Have you wanted to become more involved in the WBA but didn't know how? Now is your chance to learn about the exciting leadership opportunities in this dynamic organization! Please join the WBA Nominating Committee for an information session that will outline available leadership positions and responsibilities and answer questions about getting involved with the WBA.

Tuesday, March 31, 2015

A Conversation with Marcia Greenberger

Presented by: Communications Law Forum

Join us during Women's History Month in honoring Marcia Greenberger, who was the first full-time women's rights legal advocate in the District when she founded and became Co-President of the National Women's Law Center in 1981. Described as "guiding the battles of the women's rights movement" by the New York Times, Ms. Greenberger is a recognized expert on women and the law. She has been a leader in securing passage of major legislation, including the Lilly Ledbetter Fair Pay Act, the Pregnancy Discrimination Act, and the Civil Rights Act of 1991 - providing critical protections against sexual harassment on the job. She also has served as counsel in landmark litigation establishing new legal protections for women, including U.S. Supreme Court victories strengthening protections for students and teachers against sex discrimination in schools.

Tuesday, June 2, 2015

A Lawyer's View from Capitol Hill

Presented by: Communications Law Forum

A number of current leaders among communications attorneys served early in their careers as staff for committees on Capitol Hill, either in the U.S. House of Representatives or the U.S. Senate. Are you curious about whether this would be a valuable option for you in planning your career path? How does one get a job working for a committee? How can you tell if a committee staff position would be a good fit for you? What type of professional positions are available after one has worked for a Congressional committee? Is the work different for committee staff as opposed to the personal staff of a U.S. Senator or Member of the House of Representatives? Hear an overview of what type of work is performed by committee staff. You can ask questions of current and former committee staff members.